



# All India Graduate Engineer Telecom Officers Association

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To,

Director (HR)  
BSNL Board,  
Bharat Sanchar Nigam Limited  
Janpath, New Delhi

**Sub. Functional promotions to the executives of Finance stream (AO to CAO) by relaxation of Recruitment Rules-as per modus operandi adopted by the UPSC.**

This is in continuation of our letter dated 22.06.2018 and 06.07.2018, vide which it has been requested to your honor to take an initiative to break the stalemate continuing in the promotion to the cadre of Chief Accounts Officer.

The stalemate continues to exist despite sincere efforts put in by the BSNL management by filing of an MA in Hon'ble CAT, Chandigarh and follow up action from all quarters. The next date of hearing in the matter is scheduled to be held on 07.09.2018. Further, it has been reported that various petitions on reservation in promotion issue which are pending before different Court of laws standing adjourned *sine-die* to await the decision of the SLP(C) 30621/2011 etc. pending before the larger constitutional bench of the Hon'ble Supreme Court of India presently listed for hearing on 03.08.2018.

AIGETOA is of the firm belief that the existing stalemate can be broken by taking into account interests of all stakeholders and a positive initiative by the BSNL management. Almost entire cadre strength in the post of Chief Accounts Officer is lying vacant due to promotions from CAO to DGM, Superannuation and Voluntary Retirements etc. Subsequent to issue of the recent promotion order to the grade of Accounts Officer, the vacancy position in AO cadre is also overflowing due to matching saving concept adopted by the management. On similar lines, now in addition to existing vacancies in CAO posts, the posts lying vacant in JAO cadre can be upgraded to CAO posts to accommodate the Accounts Officers having 14 years of combined qualifying service in JAO (Eligibility for JAO to AO is 3 years) and AO (Eligibility for AO to CAO is 7 years) put together as envisaged in UPSC guidelines vide their F.No. F.10/14/90 - Apptt. (Coord.) readily available at UPSC website [http://www.upsc.gov.in/sites/default/files/relaxation%20of%20RRs\\_0.pdf](http://www.upsc.gov.in/sites/default/files/relaxation%20of%20RRs_0.pdf) (copy enclosed for ready reference).

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For the DR JAO 2003 batch, DPC in the AO cadre was badly delayed in time due to court cases and administrative reasons. Had the DPCs been held for the OC category candidates of DR JAO 2003 batch, as per model calendar of DOP&T, these AOs would have automatically completed the eligibility criterion and the issue of relaxation would not have been arisen. Hence, in view of Para 1 (a) of UPSC guidelines (under reference above) relaxation can be granted to all DR JAO 2003 which provides that - ***“In cases where there is a delay in promotion to the feeder grade due to delay in finalisation of recruitment rules, non-holding of DPCs in time, court cases, and administrative delay etc. In such cases, combined regular service in the feeder grade (in this case – AO) and next below feeder grade (in this case – JAO) should be not less than the total qualifying service required for promotion from the next below feeder grade to the post in question in normal course”***. It is worth mentioning that, all other conditions precedent for grant of above mentioned relaxation, are being fulfilled in the case of DR JAO 2003 batch who have completed more than 14 years of combined service in JAO & AO.

We sincerely hope that BSNL management shall come up with a pragmatic approach to break the existing stalemate and resort to addressing the legitimate concerns of all concerned and issue promotion orders in CAO cadre covering entire DR JAO 2003 batch. This appears to be a just and apt solution to break the long pending stalemate, which we are sure, is the call from all concerned.

Hoping for a positive turnaround of events, with above suggestions please.

With Regards,

Yours truly

(Ravi Shil Verma)  
General Secretary

Copy to: Sr. GM (FP), BSNL CO, New Delhi.